

WAGE DETERMINATION DECISION  
OF THE SECRETARY OF LABOR

The following wage determination will be used to conform  
with the requirements of the Service Contract Act of 1965  
(29 CFR 4) of the General Provisions:

Decision No. 94-2153 REV (35) dated 05/23/2005

State: Hawaii  
Area: Hawaii Statewide  
OCCUPATION NOTE:

STEVEDORING AND LONGSHOREMEN: Wage rates and fringe benefits can be  
found on Wage Determination 2000-0085

WAGE DETERMINATION NO: 94-2153 REV (35) AREA: HI, ISLAND-WIDE  
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REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS
ADMINISTRATION		
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210

William W. Gross	Division of		Wage Determination No.: 1994-2153
Director	Wage Determinations		Revision No.: 35
05/23/2005			Date Of Revision:

State: Hawaii  
Area: Hawaii Statewide  
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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.15
01012 - Accounting Clerk II	12.30
01013 - Accounting Clerk III	13.95
01014 - Accounting Clerk IV	16.40
01030 - Court Reporter	18.59
01050 - Dispatcher, Motor Vehicle	14.06
01060 - Document Preparation Clerk	11.95
01070 - Messenger (Courier)	10.21
01090 - Duplicating Machine Operator	11.95
01110 - Film/Tape Librarian	12.35
01115 - General Clerk I	8.45
01116 - General Clerk II	9.82
01117 - General Clerk III	11.53
01118 - General Clerk IV	14.26
01120 - Housing Referral Assistant	21.78
01131 - Key Entry Operator I	11.35
01132 - Key Entry Operator II	13.68
01191 - Order Clerk I	12.61
01192 - Order Clerk II	13.74
01261 - Personnel Assistant (Employment) I	13.88
01262 - Personnel Assistant (Employment) II	14.93
01263 - Personnel Assistant (Employment) III	17.88
01264 - Personnel Assistant (Employment) IV	19.68
01270 - Production Control Clerk	18.63
01290 - Rental Clerk	13.51
01300 - Scheduler, Maintenance	15.71
01311 - Secretary I	15.71
01312 - Secretary II	19.37
01313 - Secretary III	21.79
01314 - Secretary IV	26.48
01315 - Secretary V	30.97
01320 - Service Order Dispatcher	10.55
01341 - Stenographer I	13.43
01342 - Stenographer II	15.71
01400 - Supply Technician	21.34
01420 - Survey Worker (Interviewer)	11.71
01460 - Switchboard Operator-Receptionist	12.23
01510 - Test Examiner	19.37
01520 - Test Proctor	19.37
01531 - Travel Clerk I	12.28
01532 - Travel Clerk II	13.23
01533 - Travel Clerk III	14.19
01611 - Word Processor I	12.31
01612 - Word Processor II	13.56

01613 - Word Processor III	15.17
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.96
03041 - Computer Operator I	15.60
03042 - Computer Operator II	17.08
03043 - Computer Operator III	20.30
03044 - Computer Operator IV	22.08
03045 - Computer Operator V	24.43
03071 - Computer Programmer I (1)	19.33
03072 - Computer Programmer II (1)	21.01
03073 - Computer Programmer III (1)	24.07
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	24.06
03102 - Computer Systems Analyst II (1)	27.01
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.60
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.34
05010 - Automotive Glass Installer	16.53
05040 - Automotive Worker	16.53
05070 - Electrician, Automotive	16.85
05100 - Mobile Equipment Servicer	14.26
05130 - Motor Equipment Metal Mechanic	18.34
05160 - Motor Equipment Metal Worker	16.53
05190 - Motor Vehicle Mechanic	19.27
05220 - Motor Vehicle Mechanic Helper	13.06
05250 - Motor Vehicle Upholstery Worker	15.63
05280 - Motor Vehicle Wrecker	16.53
05310 - Painter, Automotive	19.16
05340 - Radiator Repair Specialist	16.53
05370 - Tire Repairer	13.78
05400 - Transmission Repair Specialist	18.31
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.51
07010 - Baker	13.52
07041 - Cook I	12.52
07042 - Cook II	13.98
07070 - Dishwasher	11.07
07130 - Meat Cutter	16.04
07250 - Waiter/Waitress	9.84
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.41
09040 - Furniture Handler	11.71
09070 - Furniture Refinisher	17.41
09100 - Furniture Refinisher Helper	13.41
09110 - Furniture Repairer, Minor	15.12
09130 - Upholsterer	17.41
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	10.34
11060 - Elevator Operator	11.62
11090 - Gardener	13.51
11121 - House Keeping Aid I	12.24
11122 - House Keeping Aid II	12.91
11150 - Janitor	11.62
11210 - Laborer, Grounds Maintenance	12.11
11240 - Maid or Houseman	12.24

11270 - Pest Controller	14.70	
11300 - Refuse Collector	13.03	
11330 - Tractor Operator	13.99	
11360 - Window Cleaner	12.65	
12000 - Health Occupations		
12020 - Dental Assistant	14.80	
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	15.21	
12071 - Licensed Practical Nurse I	12.08	
12072 - Licensed Practical Nurse II	14.39	
12073 - Licensed Practical Nurse III	16.09	
12100 - Medical Assistant	13.10	
12130 - Medical Laboratory Technician	16.13	
12160 - Medical Record Clerk	14.23	
12190 - Medical Record Technician	16.16	
12221 - Nursing Assistant I	9.38	
12222 - Nursing Assistant II	10.54	
12223 - Nursing Assistant III	11.50	
12224 - Nursing Assistant IV	12.93	
12250 - Pharmacy Technician	12.48	
12280 - Phlebotomist	14.21	
12311 - Registered Nurse I	23.09	
12312 - Registered Nurse II	28.26	
12313 - Registered Nurse II, Specialist	28.26	
12314 - Registered Nurse III	33.89	
12315 - Registered Nurse III, Anesthetist	33.89	
12316 - Registered Nurse IV	40.64	
13000 - Information and Arts Occupations		
13002 - Audiovisual Librarian	19.86	
13011 - Exhibits Specialist I	17.83	
13012 - Exhibits Specialist II	21.17	
13013 - Exhibits Specialist III	25.90	
13041 - Illustrator I	18.79	
13042 - Illustrator II	22.28	
13043 - Illustrator III	27.23	
13047 - Librarian	25.35	
13050 - Library Technician	16.46	
13071 - Photographer I	11.79	
13072 - Photographer II	14.21	
13073 - Photographer III	16.84	
13074 - Photographer IV	20.60	
13075 - Photographer V	24.90	
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations		
15010 - Assembler	9.83	
15030 - Counter Attendant	9.83	
15040 - Dry Cleaner	12.11	
15070 - Finisher, Flatwork, Machine	9.83	
15090 - Presser, Hand	9.83	
15100 - Presser, Machine, Drycleaning	9.83	
15130 - Presser, Machine, Shirts	9.83	
15160 - Presser, Machine, Wearing Apparel, Laundry	9.83	
15190 - Sewing Machine Operator	13.01	
15220 - Tailor	13.84	
15250 - Washer, Machine	10.69	
19000 - Machine Tool Operation and Repair Occupations		
19010 - Machine-Tool Operator (Toolroom)	21.42	
19040 - Tool and Die Maker	26.39	

21000 - Material Handling and Packing Occupations		
21010 - Fuel Distribution System Operator	16.90	
21020 - Material Coordinator	18.78	
21030 - Material Expediter	18.78	
21040 - Material Handling Laborer	16.89	
21050 - Order Filler	13.50	
21071 - Forklift Operator	17.38	
21080 - Production Line Worker (Food Processing)	14.66	
21100 - Shipping/Receiving Clerk	13.15	
21130 - Shipping Packer	15.22	
21140 - Store Worker I	11.45	
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	16.09	
21210 - Tools and Parts Attendant	17.38	
21400 - Warehouse Specialist	17.38	
23000 - Mechanics and Maintenance and Repair Occupations		
23010 - Aircraft Mechanic	23.79	
23040 - Aircraft Mechanic Helper	17.33	
23050 - Aircraft Quality Control Inspector	27.18	
23060 - Aircraft Servicer	20.10	
23070 - Aircraft Worker	21.46	
23100 - Appliance Mechanic	21.32	
23120 - Bicycle Repairer	13.78	
23125 - Cable Splicer	23.46	
23130 - Carpenter, Maintenance	22.29	
23140 - Carpet Layer	21.15	
23160 - Electrician, Maintenance	25.79	
23181 - Electronics Technician, Maintenance I	23.28	
23182 - Electronics Technician, Maintenance II	24.52	
23183 - Electronics Technician, Maintenance III	25.82	
23260 - Fabric Worker	18.63	
23290 - Fire Alarm System Mechanic	23.46	
23310 - Fire Extinguisher Repairer	17.24	
23340 - Fuel Distribution System Mechanic	20.40	
23370 - General Maintenance Worker	18.39	
23400 - Heating, Refrigeration and Air Conditioning Mechanic	22.34	
23430 - Heavy Equipment Mechanic	26.98	
23440 - Heavy Equipment Operator	28.52	
23460 - Instrument Mechanic	26.98	
23470 - Laborer	12.97	
23500 - Locksmith	19.38	
23530 - Machinery Maintenance Mechanic	23.46	
23550 - Machinist, Maintenance	23.44	
23580 - Maintenance Trades Helper	13.41	
23640 - Millwright	23.46	
23700 - Office Appliance Repairer	21.42	
23740 - Painter, Aircraft	20.85	
23760 - Painter, Maintenance	20.99	
23790 - Pipefitter, Maintenance	24.27	
23800 - Plumber, Maintenance	22.53	
23820 - Pneudraulic Systems Mechanic	23.46	
23850 - Rigger	23.46	
23870 - Scale Mechanic	20.02	
23890 - Sheet-Metal Worker, Maintenance	26.25	
23910 - Small Engine Mechanic	20.02	
23930 - Telecommunication Mechanic I	24.18	
23931 - Telecommunication Mechanic II	24.65	

23950 - Telephone Lineman	24.18	
23960 - Welder, Combination, Maintenance	21.98	
23965 - Well Driller	22.81	
23970 - Woodcraft Worker	23.46	
23980 - Woodworker	17.24	
24000 - Personal Needs Occupations		
24570 - Child Care Attendant	10.56	
24580 - Child Care Center Clerk	15.14	
24600 - Chore Aid	9.67	
24630 - Homemaker	18.77	
25000 - Plant and System Operation Occupations		
25010 - Boiler Tender	19.51	
25040 - Sewage Plant Operator	18.65	
25070 - Stationary Engineer	22.08	
25190 - Ventilation Equipment Tender	15.86	
25210 - Water Treatment Plant Operator	18.65	
27000 - Protective Service Occupations		
(not set) - Police Officer	19.29	
27004 - Alarm Monitor	16.02	
27006 - Corrections Officer	17.49	
27010 - Court Security Officer	17.96	
27040 - Detention Officer	17.49	
27070 - Firefighter	17.74	
27101 - Guard I	9.88	
27102 - Guard II	11.80	
29000 - Technical Occupations		
21150 - Graphic Artist	18.31	
29010 - Air Traffic Control Specialist, Center (2)	30.10	
29011 - Air Traffic Control Specialist, Station (2)	21.08	
29012 - Air Traffic Control Specialist, Terminal (2)		23.11
29023 - Archeological Technician I	15.44	
29024 - Archeological Technician II	17.29	
29025 - Archeological Technician III	21.41	
29030 - Cartographic Technician	23.96	
29035 - Computer Based Training (CBT) Specialist/ Instructor	24.06	
29040 - Civil Engineering Technician	19.37	
29061 - Drafter I	12.67	
29062 - Drafter II	16.30	
29063 - Drafter III	19.68	
29064 - Drafter IV	23.44	
29081 - Engineering Technician I	14.46	
29082 - Engineering Technician II	18.64	
29083 - Engineering Technician III	22.50	
29084 - Engineering Technician IV	29.74	
29085 - Engineering Technician V	32.60	
29086 - Engineering Technician VI	39.41	
29090 - Environmental Technician	18.01	
29100 - Flight Simulator/Instructor (Pilot)	27.62	
29160 - Instructor	23.55	
29210 - Laboratory Technician	17.68	
29240 - Mathematical Technician	23.44	
29361 - Paralegal/Legal Assistant I	17.27	
29362 - Paralegal/Legal Assistant II	20.23	
29363 - Paralegal/Legal Assistant III	24.75	
29364 - Paralegal/Legal Assistant IV	29.91	
29390 - Photooptics Technician	23.44	

29480 - Technical Writer	21.98	
29491 - Unexploded Ordnance (UXO) Technician I		19.38
29492 - Unexploded Ordnance (UXO) Technician II		23.45
29493 - Unexploded Ordnance (UXO) Technician III		28.11
29494 - Unexploded (UXO) Safety Escort	19.38	
29495 - Unexploded (UXO) Sweep Personnel	19.38	
29620 - Weather Observer, Senior (3)	23.23	
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	19.09	
29622 - Weather Observer, Upper Air (3)	19.09	
31000 - Transportation/ Mobile Equipment Operation Occupations		
31030 - Bus Driver	15.11	
31260 - Parking and Lot Attendant	7.54	
31290 - Shuttle Bus Driver	12.74	
31300 - Taxi Driver	10.78	
31361 - Truckdriver, Light Truck	12.74	
31362 - Truckdriver, Medium Truck	16.15	
31363 - Truckdriver, Heavy Truck	18.11	
31364 - Truckdriver, Tractor-Trailer	18.11	
99000 - Miscellaneous Occupations		
99020 - Animal Caretaker	11.45	
99030 - Cashier	10.35	
99041 - Carnival Equipment Operator	11.72	
99042 - Carnival Equipment Repairer	12.46	
99043 - Carnival Worker	9.33	
99050 - Desk Clerk	13.66	
99095 - Embalmer	18.49	
99300 - Lifeguard	10.35	
99310 - Mortician	18.49	
99350 - Park Attendant (Aide)	13.01	
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.22	
99500 - Recreation Specialist	16.11	
99510 - Recycling Worker	16.37	
99610 - Sales Clerk	10.01	
99620 - School Crossing Guard (Crosswalk Attendant)	9.51	
99630 - Sport Official	10.35	
99658 - Survey Party Chief (Chief of Party)	22.44	
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	16.81	
99660 - Surveying Aide	12.27	
99690 - Swimming Pool Operator	12.87	
99720 - Vending Machine Attendant	11.34	
99730 - Vending Machine Repairer	13.52	
99740 - Vending Machine Repairer Helper	11.34	

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: (Hawaii): \$1.29 an hour for all employees on whose behalf the contractor provides health care benefits pursuant to the Hawaii prepaid Health Care Act. For those employees who are not receiving health care benefits mandated by the Hawaii prepaid Health Care Act, the new health and welfare benefit rate will be \$2.87. For information regarding the Hawaii prepaid Health Care Act, please contact the Hawaii Employers Council.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or

successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:



The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE**  
{Standard Form  
1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).

2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.